February 18, 2020

The Honorable Claudia Balducci

Chair, King County Council

Room 1200

C O U R T H O U S E

Dear Councilmember Balducci:

The enclosed proposed supplemental appropriation ordinance, if approved, will provide funding to King County Sheriff’s Office (KCSO) to implement the collective bargaining agreement with the King County Police Officers Guild (Guild) for the period of January 1, 2017, through December 31, 2020. Funding for the final year of the contract (January 1, 2021 through December 31, 2021) will be included in the Executive’s 2021-2022 Proposed Budget. This agreement covers approximately 707 law enforcement officers in the King County Sheriff’s Office. The officers provide a wide range of duties to protect the people and property in King County, including responding to emergent calls, crime investigation and prevention.

This proposed supplemental request would provide $9.4 million for pay increases of 2.25 percent in 2017, 3.25 percent in 2018, 4 percent in 2019, and 3.25 percent in 2020. The request also includes $860,000 to fund a new certification premium for Aircraft Rescue and Fire Fighting (ARFF) deputies and is offset by $160,000 in benefits savings. The Office of Performance, Strategy and Budget (PSB) anticipated this settlement, and included sufficient reserves in the General Fund financial plan to cover these costs. Approximately 55 percent of the costs of this agreement will be reimbursed through payments from KCSO’s contract partners.

KCSO’s captains and majors previously signed settlements that pegged their salary rates to the contract negotiated by the Guild. Now that the Guild contract has been resolved, KCSO and PSB will work to determine how the settlement affects these bargaining units and plan to include any related request for supplemental funding in the 3rd Omnibus Supplemental of 2019-2020.

This contract furthers the County’s Strategic Plan goal of Efficient, Accountable Regional Government goal by attracting and retaining a quality workforce by providing fair wages and working conditions.

The settlement reached is a product of good faith collective bargaining between King County and the Guild. The agreement compares favorably with other settlements and is within our capacity to finance.

Thank you for your consideration of this proposed ordinance. This important legislation supports the valued services the officers provide on behalf of the Sheriff’s Office and the communities it serves.

If your staff have questions, please contact Dwight Dively, Director, Office of Performance, Strategy and Budget, at 206-263-9687.

Sincerely,

Dow Constantine

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Carolyn Busch, Chief of Staff

Melani Pedroza, Clerk of the Council

Dwight Dively, Director, Office of Performance, Strategy and Budget